

Crystal Mae Pauley



Country of Citizenship: United States

Highest Grade: 13

Availability: Job Type: Permanent

Work Schedule: Full-Time

Work Experience: Defense Contract Management Agency

09/2018 - Present

3901 A Avenue

Salary: \$114,748.00 USD Per Year

Fort Lee, VA 23801 US

Hours per week: 40

Series: 0690

Pay Plan: NH

Grade: III

Supervisor: (b) (6)

Okay to contact this Supervisor: Contact me first

Industrial Hygienist/Safety and Occupational Health Specialist

Provides industrial hygiene (IH) and safety and occupational health (SOH) expertise to a worldwide federal workforce located within Federal buildings, GSA leased offices, and contractor facilities.

Joined Agency as a GS-12 Safety and Occupational Health Specialist in September, 2018; promoted to NH-03 (GS-13) Industrial Hygienist in April, 2019. * Acts as principal industrial hygiene advisor and technical consultant to the Agency, directors, and commanders, supervisors, and employees *

Formulates industrial hygiene and safety policy program objectives and guidelines * Conducts hazard assessments, dealing with a wide variety of hazards including particulates, biologicals, noise, hazardous chemicals, and hazardous materials *Plans and conducts health hazard surveys, requiring resolution of complex and unique industrial hygiene issues * Provides technical industrial hygiene consultation regarding a variety of issues, including program management, hearing conservation, permit-required confined spaces, ergonomics, and respiratory protection * Conducts IH and SOH surveys, sampling, and monitoring to ensure safety of workforce in a variety of CMO workplaces, to include office settings, as well as industrial, such as military aircraft manufacturing, bearing manufacturing, ammunition and explosives, ISO shipping containers, machining and tooling; the

industrial processes are widely varied, inclusive of welding, cutting, grinding, coating, pressing, chemical mixing, painting, and sanding * Briefs CMO Commander and CMO Leadership Team on findings from IH and SOH surveys * Participates in Hazard Pay Differential (HPD) assessments, assessing bona fide need for DCMA employees to conduct their surveillance duties in close proximity to high risk energetic processes; provides daily out briefs to the CMO Commander and Deputy Commander; assists in writing comprehensive HPD reports of findings * Primary Safety Subject Matter Expert, working on a team comprised of upper level employees, to develop a Safety Management System for DCMA, conforming to ISO 45001, in an effort to move DCMA to performance-based safety versus compliance based * Developed training to educate employees on personal protective equipment (PPE), indoor air quality, asbestos, lead, and radiation awareness * Conducts safety and health training on a multitude of topics for CMO Commanders, Deputy Directors, supervisors, Collateral Duty Safety Advocates, and employees, both onsite and via E-connect * Reviews job hazard analysis to ensure proper workplaces controls and PPE are used to protect employees from identified hazards * Develops slides for the Safety Working Group, used to brief Senior Executive Staff and senior leadership * Lead on reviews and policy updates from senior management and correspondence control, including DCMA MAN 4201-16, Safety and Occupational Health * After receiving recognition for my writing skills from supervisor as well as peers, placed in charge of reviewing and developing templates for use by SOH staff in writing reports * Final reviewer of documents for an office of 15 employees; review for grammar, punctuation, and technical accuracy prior to release from office

Defense Logistics Agency

01/2015 - 09/2018

Defense Supply Center Richmond

Salary: \$98,216.00 USD Per Year

8000 Jefferson Davis Highway

Hours per week: 40

Series: 0690

Pay Plan: GS

Grade: 12

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Richmond, VA 23297 US

Industrial Hygienist

Integral member of the Industrial Hygiene (IH) staff and the Safety and Occupational Health team. * Worked with employees and leadership within the Agency, as well as entities from outside the agency, including OSHA Region 3, to achieve STAR Status in the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) for DLA Richmond * Volunteered for and

trained as a Special Government Employee; worked in conjunction with OSHA Region 3 to assess work sites for OSHA VPP; after working in the program for a short time period, assisted OSHA with training a new class of SGEs * Program manager, providing technical support and guidance, for numerous programs, including Industrial Hygiene, Occupational Health, Hazard Communication, Respiratory Protection, Hearing Conservation, Confined Space Entry, and Ergonomics * Maintained industrial hygiene equipment inventory and collaborated with counterpart IHs on new equipment purchases * Developed and implemented the Ergonomics Team Charter, with buy-in required from all Directorates, senior management, and the union; events were held quarterly to increase employees' comfort at their workstations and to improve overall employee involvement in the safety program * Alternate program manager for Indoor Air Quality, conducting indoor air quality assessments and sampling for a wide variety of suspect agents, such as mold, noise, trichloroethylene, tetrachloroethylene, welding fumes, etc. * Conducted SOH training on topics including hazard communication, indoor air quality, ergonomics, and Collateral Duty Safety Monitor * Inspected buildings at the facility, identifying hazards and developing action plans to correct the hazard; prepared formal, detailed written reports of the various health and safety hazards identified with recommended corrective actions presented to senior management; followed-up on findings to ensure resolution of health and safety issues, resulting in a safer and healthier workforce * Worked in conjunction with Safety and Occupational Health Specialists on inspection teams to conduct comprehensive safety audits * In collaboration with additional Industrial Hygienists, worked to establish baseline occupational health surveys of every shop at DSCR, including administrative and warehouse areas, compressed gas cylinder shop, plumbing, fire suppression, police and fire departments, CBRNE, pest control, mailroom, machine, HVAC, welding, woodworking, pallet shop, automotive and heavy equipment maintenance, and mapping * Conducted air monitoring for permit-required confined space entry (PRCS) * Conducted investigations of occupational mishaps to determine the origin, root cause and contributing elements of the mishap; investigated near-misses and unsafe/unhealthful incidents to correct underlying cause in an effort to prevent a mishap occurring * Developed or improved Safety and Occupational Health Programs to include hearing conservation, respiratory protection, indoor air quality, ergonomics, hazard communication, ergonomics, and confined space entry * Established and executed a Lactation Program for nursing mothers in conjunction with the Occupational Health Clinic * Revamped Job Hazard Analysis Program documentation to ensure employee exposure to hazards was being captured correctly; directed proper controls or PPE usage, if hazard could not be controlled * Regularly resolved contentious topics, such as mold exposure; developed a pamphlet and held a town hall to educate employees on mold and its health effects, resulting in better informed employees * Contracting Officer Technical Representative on the Occupational Health Clinic contract, overseeing the medical surveillance program; included medical screening, respirator fit testing, hearing tests, vaccinations, and drug testing, along with basic medical care and stabilization in the event of a workplace injury * Served as the acting Chief, Safety and Health Branch, standing in as the Program Manager in my supervisor's absence; monitored time and attendance for employees, assisted in developing a

business plan for the office, reviewed contracts and travel for budget purposes, and handled the day-to-day operations of the Safety and Health Office; worked on a team with the other Chiefs for Installation Support to develop and implement an Operating Plan for the section * Proficient in the use of the Defense Occupational and Environmental Health Readiness System (DOEHRS); used to track occupational exposures, allowing analysis of collected data and better resource management * Led and participated in meetings and conferences as the industrial hygiene Subject Matter Expert for the Agency

Defense Logistics Agency

01/2017 - 09/2017

8000 Jefferson Davis Highway

Salary: \$102,842.00 USD Per Year

Richmond, VA 23297 US

Hours per week: 40

Series: 0690

Pay Plan: GS

Grade: 13

This a time-limited appointment or temporary promotion

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Chief, Occupational Safety and Health

Industrial Hygiene and Safety Manager; supervisor for a staff of 13, comprised of industrial hygienists, safety and occupational health specialists, and support personnel. * Served as the Safety and Occupational Health Program Manager for the Defense Logistics Agency (DLA), Defense Supply Center Richmond (DSCR) and Non-DLA tenant activities * Responsible for planning, directing, programming and budgeting of all phases of program operations and coordination of program activities * Managed a budget in excess of \$175,000; included funding for travel, equipment and supply purchases, personal protective equipment, equipment rental and calibration, laboratory costs for sample analysis, and administrative needs * Developed and implemented policy directives * Staff included local employees and employees at three sites in other states * Conducted inspections of the work site and developed methods used to correct or avoid specific hazards, such as slips, trips, and falls, asbestos, lead and mold exposure, and hazardous noise * Contracting Officer Representative on multiple contracts, including the Occupational Health Clinic (approximately \$800,000) and Safety and Occupational Health Support (approximately \$150,000); included medical surveillance, respirator fit testing, hearing tests, vaccinations, infection control, and drug testing, employee fitness and welfare, and staff to support the day-to-day operations of the safety office * Worked in collaboration with all organizations at DSCR, including, but not limited to, maintenance, engineering, fire protection, security services, and environmental, as well as the DLA Headquarters staff * Program Manager for

the OSHA VPP, handling all VPP responsibilities; included continuous improvement of the safety management system, advancing worker safety and health, and reporting to OSHA

Beckley Veterans Affairs Medical Center

11/2010 - 01/2015

200 Veterans Avenue

Salary: \$88,915.00 USD Per Year

Beckley, WV 25801 US

Hours per week: 40

Series: 0690

Pay Plan: GS

Grade: 12

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Green Environmental Management Systems Coordinator/Industrial Hygienist

Green Environmental Management System (GEMS) Coordinator/Industrial Hygienist in charge of a comprehensive environmental management system and industrial hygiene program. * Developed and implemented an Environmental Management System, focused on waste prevention and recycling, chemical management and pollution prevention, green purchasing and electronics stewardship, as well as environmental regulatory compliance * Awarded Green Globe Certification for achieving a sustainable building * Safety Representative on the Incident Command System, ensuring employee, patient, and facility safety during emergencies; provided safety and health oversight during emergency response operations, including natural disasters * Conducted respiratory protection fit testing and training for employees enrolled in the Respiratory Protection Program * Coordinated contracts for mold removal * Conducted sampling for Legionella pneumophila and Legionella anisa * Developed safety procedures for use in unlikely scenarios, such as exposure to bed bugs or a patient presenting with Ebola symptoms * Maintained a successful recycling program, recycling items such as paper, cans and bottles, metals, used cooking oil, batteries, and light bulbs * Handled and disposed of hazardous waste in accordance with EPA and DOT regulations * Performed waste determinations to ensure waste streams were disposed of properly * Conducted training on environmental, safety and industrial hygiene for new employees * Special Hazard Recognition Team Coordinator; trained volunteers in the proper technique for decontamination of patients when suspected exposure to hazardous materials, radiation, bioweapons, or weapons of mass destruction has occurred * Prepared environmental reports and permit applications for submission to the WV Department of Environmental Protection; included Tier II Emergency and Hazardous Chemical Inventory, National Pollutant Discharge Elimination System (NPDES) Permits, Municipal Separate Storm Sewer Systems (MS4) Permits, Underground Storage Tank Permits, Air Quality General Permits, Stormwater Management Program, and Environmental Site Assessments * Alternate Safety

Manager; conducted fire drills, managed fire alarms system, identified and abated life safety code violations, member of the emergency management team, and ensured occupational safety and compliance with The Joint Commission standards * Member of the multi-disciplinary Environment of Care Team, headed by the Medical Center Director, with members from fire and life safety, bioengineering, utilities, emergency management, patient safety, engineering and police departments; conducted weekly walkthroughs of the facility to identify safety, IH, or environmental concerns which could affect employee, visitor, or patient well-being; briefed the Medical Center Director and senior staff on findings and corrective actions

United States Naval Medical Clinic

08/2010 - 11/2010

250 Wood Road

Salary: \$83,855.00 USD Per Year

Annapolis, MD 21402 US

Hours per week: 40

Series: 0690

Pay Plan: YH

Grade: 02

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Industrial Hygienist

Industrial Hygienist in charge of tracking occupational exposures and identifying trends. Short tenure was due to receiving a competitive job offer in home state of WV. * Managed the DOEHRs database

* Shared responsibility for the health and safety programs, including reproductive hazards, indoor air quality, and hazardous materials

Social Security Administration

09/2005 - 08/2010

6401 Security Boulevard

Salary: \$77,973.00 USD Per Year

Baltimore, MD 21207 US

Hours per week: 40

Series: 0690

Pay Plan: GS

Grade: 12

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Industrial Hygienist

Industrial Hygienist who managed health, safety, and environmental programs for Social Security offices throughout the country and US territories. * Asbestos Program Manager; responsible for all asbestos related issues; sampled for asbestos containing materials, directed remediation efforts, ensured employee protection from exposure through means of controlling access or use of PPE; developed a database for tracking the location of asbestos within all SSA facilities throughout the country * Ensured safe drinking water at our facilities by testing for lead and copper in the water; if high levels of either were found, controls were implemented to lower exposure, such as flushing the lines each morning * Investigated indoor air quality complaints * Reviewed safety data sheets to determine employee exposure and the need for air monitoring; conducted air sampling for a multitude of substances; compared results to standards established by OSHA, NIOSH, and ACGIH * Managed hazardous waste disposal in accordance with EPA, RCRA, and CERCLA regulations * Conducted noise and air monitoring, confined space monitoring, and respiratory protection fit testing, both qualitative and quantitative * Reviewed contracts and provided contractor oversight * Performed office safety inspections and high hazard area inspections, for compliance with OSHA, NFPA, and consensus standards; industrial areas included utility systems repair, woodworking, electrical, plumbing, and building maintenance * Conducted health and safety training for over 150 employees * Recognized for my communication abilities, asked to serve on the Social Security Administration Recruitment Cadre, representing the agency at job fairs and conferences, to attract new talent to the Agency

WV Division of Labor OSHA Consultation Program

06/2002 - 08/2005

Building 6, Room 749-B, Capitol Complex

Salary: \$0.00 USD Per Year

Charleston, WV 25305 US

Hours per week: 40

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Industrial Hygienist

OSHA Consultant/Industrial Hygienist for a State Agency tasked with oversight of the OSHA Consultation Program; worked with small businesses to increase OSHA compliance, requiring an in-depth knowledge of the OSHA standards and how to apply them to a multitude of work environments. * Conducted over 200 health and safety inspections in a wide variety of administrative and industrial environments, including healthcare facilities, office buildings, construction sites, agriculture, and manufacturing facilities such as window plating, fabricated metal products, plastics, automotive parts, coffin assembly, ammunition recovery, foundries, chemical processing, electronics, and sawmills * Identified health and safety hazards in the workplace through on-site consultation with employers and

helped develop their abatement plans * Developed and implemented sampling strategies, applying recognized standards; performed sampling using direct and indirect reading instrumentation (e.g, noise meters, indoor air quality meters, infrared analyzers, PID meters, moisture meters, noise dosimeter, sound level meter, personal air sampling pumps, air velocity meter, flow meters, direct reading instruments etc.) to quantify hazards; interpreted the observations and results while assessing the degree of hazard present and adequacy of control measures; determined compliance with applicable regulations and recognizes occupational health, safety and environmental hazards and practices, recommending corrective action; surveys included a variety of stressors, such as heavy metals, noise, silica, ethylene glycol, carbon monoxide, wood dust, welding, abrasive blasting, foundry operations, spray paint operations, metal machining, and indoor air quality * Conducted safety and health training in hazard communication, lead safety, bloodborne pathogens, recordkeeping, respiratory protection, machine guarding, radiation, lockout/tagout, fall protection, and confined space entry * Worked with small business owners to develop and implement required safety and health programs, including overarching safety and health plans, respiratory protection, hazard communication, hearing conservation, machine guarding, radiation, confined space entry, bloodborne pathogens, lockout/tagout, hot work, fall protection, and laboratory chemical safety

WV Division of Labor OSHA Consultation Program

05/2000 - 06/2002

Building 6, Room 749-B, Capitol Complex

Salary: \$21,000.00 USD Per Year

Charleston, WV 25305 US

Hours per week: 40

Supervisor: (b) (6)

Okay to contact this Supervisor: Yes

Special Projects Coordinator

Special Projects Coordinator for a State Agency; worked with OSHA Consultation, Elevator Safety, Amusement Ride Safety, and Boiler Safety; position eventually led to a promotion in a permanent position as an Industrial Hygienist with OSHA Consultation. * Reviewed and processed health and safety reports * Collected data for the Bureau of Labor Statistics on occupational injuries and illnesses throughout the state * Won two Awards of Excellence for participation in the 1999 and 2000 OSHA Injury and Illness Data Collection Process * Created numerous pamphlets and handouts for small business owners, on a variety of safety and health topics, including BLS Data Collection, hearing conservation programs, respiratory protection programs, and OSHA Recordkeeping Requirements * Recognized by supervisor for communication skills and proficiency with training presentations, formed a partnership with the West Virginia Small Business Development Center and arranged, developed, and conducted training seminars for small businesses requiring information on OSHA Compliance

Education: Marshall University

Huntington, WV US

Bachelor's Degree - (b) (6)

Semester Hours

Major: Chemistry

Minor: English

Relevant Coursework, Licensures and Certifications:

BSC 120 Principles of Biology MTH 130 College Algebra CHM 211 Principles of Chemistry I CHM 217 Principles of Chemistry Lab I CHM 212 Principles of Chemistry II CHM 218 Principles of Chemistry Lab II BSC 121 Principles of Biology MTH 122 Plane Trigonometry CHM 355 Organic Chemistry I PHY 201 General Physics PHY 202 General Physics Lab MTH 140 Applied Calculus PHY 203 General Physics PHY 204 General Physics Lab CHM 345 Intro to Analytical Chemistry CHM 307 Intro Physical Chemistry CHM 356 Organic Chemistry II CHM 361 Intro Organic Chemistry Lab CHM 448 Advanced Inorganic Chemistry I CHM 365 Introductory Biochemistry CHM 490 Internship

Job Related Training: *Certificate in Safety Management, American Society of Safety Professionals: April 10, 2020 *OSHA 10 Hour General Industry Course: 1/16/2020 * ISO 45001 Internal Auditor, Bureau Veritas Certification: 4/18/2019 * Safety Management System I, American Society of Safety Professionals: 1/16/2019 * Safety Management System II, American Society of Safety Professionals: 1/18/2019 * 40-hour OSHA HAZWOPER - 29 CFR 1910.120 - 49 CFR Hazmat Employee: 12/2/2005, last refresher 5/19/2016 * Contracting Officer's Representative, Defense Logistics Agency: 2/27/2015 * Defense Occupational and Environmental Health Readiness System-Industrial Hygiene (DOEHRS-IH): 2/13/2015 * Online Training for Contracting Officer's Representative (COR), Defense Acquisition University: 8/8/2014 * Contracting Officer Representative with a Mission Focus, Defense Acquisition University: 7/22/2014 * Hazardous Waste Generator (RCRA): 7/1/2014 * Globally Harmonized System (GHS) Information: 6/18/2014 * Prevention and Management of Disruptive Behavior (PMDb): 5/15/2014 * Coaching and Mentoring: 12/11/2013 * Globally Harmonized System (GHS) Hazard Communication: 9/17/2013 * Globally Harmonized Labelling: 9/17/2013 * Green Environmental Management System, RCRA Inspector Training: 6/4/2013 * Hazardous Materials Management: 11/15/2012 * Emergency Preparedness Management Program: 11/15/2015 * Intermediate Green Environmental Management Systems Course: 7/9/2012 * DOT PHMSA Hazardous Materials Training: 5/21/2012 * Decontamination Train-the-Trainer: 4/6/2012 * DOT 1: Hazardous Materials Table: 2/21/2012 * DOT2: Packaging and Labeling: 2/21/2012 * DOT3: Shipping Papers: 2/21/2012 * DOT4: Loading and Storage: 2/21/2012 * IS-800.B National Response Framework, an Introduction: 8/18/2011 * IS-700 National Incident Management System (NIMS): 8/15/2011 * DOT Hazardous

Materials Training, Environmental Resource Center: 7/9/2011 * Hazardous Waste Management, the Complete Course, Environmental Resource Center: 6/8/2011 * Basic Green Environmental Management Systems and Resource Conservation and Recovery Act: 4/15/2011 * VHA 10-Hour Construction Safety: 4/7/2011 * IS-200 HC Applying ICS to Healthcare Organizations: 2/22/2011 * IS-100.HCB Introduction to the Incident Command System: 2/22/2011 * 3-day EPA AHERA Project Designer: 3/29/2006, last refresher 8/15/2010 * 2-day EPA AHERA Management Planner: 2/3/2006, last refresher 10/23/2009 * 3-day EPA AHERA Inspector: 2/1/2006, last refresher 10/23/2009 * 5-day Lead Inspector/Risk Assessor: 1/27/2006, last refresher 3/23/2010 * 5-day EPA AHERA Supervisor: 12/16/2005, last refresher 8/5/2010 * Self-Contained Breathing Apparatus: 10/11/2005, last refresher 11/3/2009 * Lockout/Tagout and Electric Shock: 12/10/2009 * Microsoft Office 2007: 11/18/2009 * Presentation and Briefing Skills: 9/10/2009 * AHMP National Conference: 9/2/2009 * Essentials of Hazardous Materials Management: 8/30/2009 * Complying with SPCC Regulations: 7/14/2009 * EPA Tier II Reporting: 6/11/2009 * Above-ground Storage Tanks, Compliance Guidelines for Your Facility: 4/16/2009 * Organizational Communication: 2/18/2009 * Comprehensive Industrial Hygiene Review: 9/26/2008 * Back to Basics Writing: 7/22/2008 * HAZCOM IVT Training: 5/29/2008 * 30-hour OSHA Health and Safety Training in Construction: 12/13/2007 * 10-hour OSHA Health and Safety Training in General Industry: 12/20/2007 * ASHRAE IAQ 2007 Healthy and Sustainable Buildings Conference: 10/17/2007 * Fundamentals of Industrial Ventilation: 9/19/2007 * Basic AutoCAD: 7/27/2007 * Basic Project Officer COR/COTR: 5/10/2007 * Performance Based Acquisition: 3/23/2007 * Essential Skills of Dynamic Public Speaking: 11/17/2006 * Construction Defects and Mold in Buildings: 10/26/2006 * Introduction to Blueprint Reading: 7/25/2006 * How to Identify Construction Defects as the Causative Factor in Mold Growth: 5/13/2006 * Ladders, Scaffolding, and Fall Protection: 2/10/2006 * Respiratory Protection and Fit Testing Workshop: 11/17/2005 * Emergency Preparedness and Disaster Response: 11/9/2005 * RCRA Hazardous Waste Management Training, 40 CFR 265.16: 11/3/2005 * Confined Space Entry Awareness, 29 CFR 1910.146: 9/22/2005 * Construction Standards: 8/13/2004 * Hazard Analysis in the Chemical Processing Industries: 5/7/2004 * Biohazards: 4/16/2004 * Safety and Health in the Chemical Processing Industries: 3/5/2004 * Ergonomics Applied to Work-Related Musculoskeletal and Nerve Disorders: 9/26/2003 * Respiratory Protection: 8/29/2003 * Machinery and Machine Guarding: 7/18/2003 * Industrial Noise: 5/2/2003 * Safety Hazard Recognition for Industrial Hygienists: 2/7/2003 * Health Standards for Industrial Hygienists: 12/13/2002 * Indoor Air Quality: 7/19/2002 * Nursing Homes and Ergo Case Development: 7/11/2002 * Fall Arrest Systems: 6/21/2002

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Additional Information: *OSHA Letter of Appreciation for conducting Special Government Employee Training Course: 4/23/2018 *OSHA Letter of Appreciation for training as Special Government Employee: 9/16/2017 *Certificate of Appreciation and Commander's Coin for contributions to the Voluntary Protection Program: 12/5/2016